



POLICY STATEMENT FOR WORKERS WITH DISABILITIES

It is the policy of G4S Secure Solutions (USA) Inc. to employ and advance in employment in a non-discriminatory manner, persons with disabilities in any positions for which they are qualified. Each year a revised Affirmative Action Plan reasserts our continuing policy to recruit, hire, train, and promote in all job titles, and ensure that all other personnel actions are administered without regard to disability; and ensure that all employment decisions are based only on valid job requirements.

It is important for managers to understand that under the Rehabilitation Act of 1973, as amended (29 U.S.C. 793) and regulations issued by the U.S. Department of Labor, federal contractors and subcontractors cannot discriminate in employment against disabled persons. It should be equally understood that this Act does not provide a lesser standard than the standards under Title I of the Americans with Disabilities Act, or the regulations issued by the Equal Employment Opportunity Commission pursuant to that Title.

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged or may engage in any of the following: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing or any other activity related to the administration of section 503 or any other Federal, State, or local law requiring equal opportunity for individuals with disabilities; (3) opposing any act or practice made unlawful by section 503 or its implementing regulations in this part, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities; or (4) exercising any other right protected by section 503 or its implementing regulations in this part.

Patricia B. Marmon is responsible for implementing the company's Equal Employment Opportunity/Affirmative Action Policy and Affirmative Action Plan. Managers throughout the Corporation shall be responsible for adhering to the plan.

A copy of the Affirmative Action Plan is available for review in this office upon your request during regular working hours (8:30am to 5:00pm, Monday through Friday).

A handwritten signature in black ink, appearing to read 'Drew Levine', written over a horizontal line.

Drew Levine
President

1/2/19
Date